



FY 17 Captain Selection Board Results Analysis



General Analysis

	In-Zone Date of Rank	Opportunity Rate	AZ Selections	IZ Selections	BZ Selections
FAO	01 Jan 12 to 01 Sep 12	55%	0	4	0
URL	01 Jul 10 to 01 Sep 11	55%	5	211	4
HR	01 Sep 11 to 01 Sep 12	60%	2	3	0
Intel	01 Apr 10 to 01 Mar 11	45%	2	7	0
PAO	01 Jul 10 to 01 Oct 10	50%	0	2	0

AOR/Status	CENTCOM	PACOM	SOUTHCOM	EUCOM	AFRICOM
FAO Selectees	1	1	0	1	1



Selection Analysis

Captain Selection Analysis		
	Selects	Non-Selects
CDR Milestone Screened*	N/A	N/A
CDR Milestone Complete*	N/A	N/A
FAO Qualified	100% (4/4)	50% (2/4)
Full Joint Tour Credit	75% (3/4)	50% (2/4)
JPME I	100% (4/4)	100% (4/4)
3 lines of FAO work	0% (0/4)	0% (0/4)
2 lines of FAO work	100% (4/4)	75% (3/4)
1 line of FAO work	0% (0/4)	25% (1/4)
More than 50% of FITREPs above RS average in current and previous rank	75% (3/4)	25% (1/4)
2 or more FITREPs in current rank with Block 41 breakouts that are or would have been competitive EPs if in competitive groupings (i.e., with words like "top x%" or "#x of #x")	50% (2/4)	50% (2/4)
2 or more FITREPS with Block 41 soft breakouts (my #1 or equivalent) in current rank	75% (3/4)	50% (2/4)
1 or more FITREPS with Block 41 soft breakouts (my #1 or equivalent) in current rank	100% (4/4)	75% (3/4)
*Officers senior to Commander Milestone Screen		

The most important distinction for promotion and milestone selection is sustained superior performance in jobs with increasing scope of responsibility and clear “soft” and “hard” breakouts



Trend Analysis Conclusion

- **Sustained superior performance in critical billets remains the key to selection**
- **Most selectees had the majority of their FITREPs above Reporting Senior Average and with strong soft breakouts**
- **Soft breakouts and EPs matter**
- **All selectees were Fully Qualified FAOs**
- **All Major Milestone screened officers that were in-zone were selected**
- **Anticipate that future trends will reflect community maturity**
- **Small sample size limits conclusions**

Sustained Superior Performance throughout an officer's career is the greatest determining factor in selection for promotion